



“Loving and Learning Together, for Life, as Jesus taught us.”

Leonard Stanley C of E Primary School

School Single Equality Policy (Including Equalities Information and Objectives)

**Title: School Single Equality Policy
(Including Equalities Information and Objectives)**

Person(s) who created policy: Head teacher

Date reviewed: January 2026

Review Frequency: Annual

Date for next review: January 2027

Leonard Stanley Church of England Primary School Single Equality Policy (including Equalities Information and Objectives)

Vision Statement

“Loving and Learning Together for Life, as Jesus taught us.”

At Leonard Stanley Church of England Primary School, our commitment to equality and inclusion is rooted in our Christian vision. We believe every individual is uniquely created, known and valued, and deserving of dignity, respect and opportunity. Guided by Jesus’ teaching of love, justice and compassion, we seek to remove barriers so that all members of our community can flourish together.

1. Purpose and Legal Framework

This policy sets out how Leonard Stanley Church of England Primary School meets its responsibilities under the **Equality Act 2010** and the **Public Sector Equality Duty (PSED)**.

Under the PSED, schools must have due regard to the need to:

- **Eliminate unlawful discrimination, harassment and victimisation**
- **Advance equality of opportunity** between people who share a protected characteristic and those who do not
- **Foster good relations** between people who share a protected characteristic and those who do not

2. Protected Characteristics

The Equality Act 2010 protects individuals with the following characteristics:

- Age
- Disability
- Sex
- Gender reassignment
- Pregnancy and maternity
- Race (including ethnicity, nationality and colour)
- Religion or belief
- Sexual orientation
- Marriage and civil partnership (*in relation to staff only*)

3. Our Equality Principles

In line with our Christian vision and values of **Kindness, Respect and Resilience**, we believe that:

- All pupils, staff, governors, parents and carers are of **equal value**
- Difference is recognised, respected and celebrated
- Positive relationships, belonging and community cohesion are actively promoted
- Inequality, disadvantage and discrimination are challenged and addressed
- Equality is embedded in **every aspect of school life**, not treated as an add-on

4. How We Meet the Public Sector Equality Duty

We meet our equality duties through:

Curriculum and Teaching

- A curriculum that reflects diversity and promotes respect, understanding and inclusion
- Teaching strategies that support different learning needs and backgrounds
- Opportunities to explore diversity through RE, PSHE, collective worship and wider curriculum enrichment

Behaviour, Safeguarding and Wellbeing

- A restorative behaviour approach rooted in dignity, forgiveness and reconciliation
- Strong pastoral care systems that support emotional wellbeing and mental health
- Clear systems to challenge bullying, prejudice-based incidents and discrimination

Pupils and Families

- Targeted support for vulnerable and disadvantaged pupils, including SEND and Pupil Premium
- Removal of financial barriers to participation wherever possible
- Strong partnership with parents, carers and external agencies

Staffing and Governance

- Fair recruitment, appointment and promotion practices
- Equality, safeguarding and inclusion training for all staff
- Governor oversight of equality objectives and impact

5. Roles and Responsibilities

Governing Body

The Governing Body is responsible for:

- Ensuring compliance with equality legislation
- Approving this policy and monitoring its impact
- Holding leaders to account for equality objectives

Headteacher

The Headteacher is responsible for:

- Implementing this policy effectively
- Ensuring staff receive appropriate training
- Responding appropriately to incidents of discrimination or inequality

All Staff

All staff are responsible for:

- Upholding the school's values and equality principles
- Challenging discrimination and promoting inclusion
- Supporting pupils to live well together

6. Equality Information (2025–2026)

Pupils

- Total number on roll: **186**
- Gender: **57% boys / 43 % girls**
- Ethnicity: **7.5% not White British**
- Pupil Premium: **18.3%**

Staff

- Total staff: **35**
- Gender: **11.4% male / 88.6% female**
- Ethnicity: **97% White British**
- Disabled staff (declared): **0%**

This information is reviewed annually and used to inform decision-making, policy development and the setting of equality objectives.

7. Equality Objectives (2025–2029)

In line with statutory guidance, we set specific and measurable equality objectives which are reviewed annually and renewed every four years.

Objective 1 – Staff Awareness and Safeguarding

By July each year, ensure **100% of staff** complete annual safeguarding and equality-related CPD, including Prevent, CSE and FGM, to support safe, inclusive practice.

Objective 2 – Cultural Understanding and Respect

By July 2027, strengthen pupils' understanding of cultural and religious diversity through curriculum provision, themed days and collective worship, enabling pupils to articulate respect for difference.

Objective 3 – Disadvantaged Pupils

By July 2026, reduce identified attainment and participation gaps for disadvantaged pupils through targeted academic, pastoral and financial support, monitored through termly pupil progress meetings and the Pupil Premium strategy.

Progress toward these objectives is reviewed annually and reported to governors.

8. Monitoring, Reporting and Review

- Equality objectives are reviewed annually
- Equality information is published on the school website
- Incidents of discrimination are recorded and monitored
- This policy is reviewed **annually**

Date reviewed: January 2026

Next review: January 2027

Final Statement

At Leonard Stanley Church of England Primary School, equality is not simply a legal responsibility but a lived expression of our Christian vision. Through loving relationships, inclusive practice and high expectations, we are committed to enabling every member of our community to flourish together for life, as Jesus taught us.